

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	31	12	4		51	68.6%	31.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	32	8	5		51	74.5%	25.5%
3. I personally feel successful in my work.	11	28	9	2		51	76.5%	21.6%
4. I feel involved in decision-making at my school/worksite.	2	32	10	7		51	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	13	35	3			51	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	28	5	5	1	51	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	16	24	7	4		51	78.4%	21.6%
8. There is good teamwork among staff in my school/worksite.	8	30	7	6		51	74.5%	25.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	36	5	3	2	51	83.7%	16.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	5	31	9	6		51	70.6%	29.4%
11. My work performance is evaluated fairly.	22	20	4	5		51	82.4%	17.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	11	18	16		51	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	30	10	2		51	76.5%	23.5%
14. My administrators/supervisors respect the negotiated contracts.	15	31	5			51	90.2%	9.8%
15. My planning time is respected by my school administrations/supervisors.	12	25	5	4	5	51	80.4%	19.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	24	6	7	4	51	72.3%	27.7%
17. In my school, student misbehavior interferes with learning.	25	17	5	4		51	82.4%	17.6%
18. Too much instructional time is spent administering assessments.	12	22	8	1	8	51	79.1%	20.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	25	17	5	1	51	52.0%	44.0%
20. Increased workload has contributed to a decline in my morale.	17	16	10	7	1	51	66.0%	34.0%
21. I am paid fairly	1	13	20	17		51	27.5%	72.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	21	18	8	1	51	46.0%	52.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	20	13	1	51	30.0%	66.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	14	32	3		2	51	93.9%	6.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	29	11	4	5	51	67.4%	32.6%
26. In my position, I receive appropriate and adequate support and training.	8	29	12	2		51	72.5%	27.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	14	26	2	51	18.4%	81.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	12	31	3	51	10.4%	89.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	19	18	1	51	26.0%	74.0%